

Work Environment Scale Fact Sheet



What is the Work Environment Scale (WES) It is a 90-item true/false instrument developed by Rudolf Moos and designed to measure the social environments of different types of work settings. The WES produces 10 subscales that assess three underlying domains. Scores from the instrument are used to describe the workgroup's perception of the social functioning of its work environment. Individual responses to the WES are confidential and results of the assessment are presented in aggregate form. Interventions targeted at improving the work environment have been linked to increased feelings of employee satisfaction and productivity.

Who Should Take the WES? The WES is available to be administered to anyone who works as part of a team.

How do I Sign-Up to Take the Survey? You may contact the VHA National Center for Organization Development (NCOD) at 513.247.4680.

Who will See my Results? No individual results will be shared with anyone. Only aggregate results are shared with the members of the workgroup.

Are my Results Tied to my Performance Appraisal? No, your individual results are not tied to your performance appraisal and are not shared with anyone.

How Long does it Take to Fill-Out the Survey? The survey generally takes about 15 minutes or less to complete.

How Much Does it Cost for me to Take the WES? There is no financial charge to the participant or to the facility.

Is the Intranet Site Secure? Yes. Results of the WES are stored in a separate database at the VHA HPDM Program Office and the VHA National Center for Organization Development.

What Happens After I Receive my Results? You will have the opportunity to work with other members of your work team to develop actions based on the results of the survey.